

Bias in the Workplace: Moving Beyond Awareness to Action

The Corporate Leavers Survey, a national study conducted by the Level Playing Field Institute, shows that each year more than 2 million workers voluntarily leave their jobs due primarily to perceptions of unfair treatment, costing U.S. employers \$64 billion in turnover annually. Inclusion in the workplace is an essential goal for many organizations but is often a challenging goal to achieve to managers' unconscious biases. Unconscious bias refers to biases that we are unaware of, and which happens outside of our control. Bias is triggered by our brain making quick judgments and assessments of people and situations, influenced by our background, cultural environment, and personal experiences.

Unconscious bias is an obstacle that hinders organizational inclusion and employees' engagement. If not addressed bias in the workplace be a head-wind which can impact slows down organizational performance and productivity.

This presentation will provide leaders the opportunity to not only enhance awareness, but top take actions to mitigate the impact and influence of workplace biases.



Key Points:

- How biases are formed and become natural mental shortcuts that evolve over time
- How biases show up in day-to-day decision making at work and the impact on employee performance and organizational outcomes
- What are some techniques that can be deployed to mitigate biases within the organization?



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